

GRI content index

General disclosures

GRI Standards and Disclosure Number	Comment	Reference
Organizational profile		
102-1	Name of the organization	Company profile
102-2	Activities, brands, products, and services	Company profile Products & Services
102-3	Location of headquarters	Company profile
102-4	Location of operations	Company profile List of shareholdings
102-5	Ownership and legal form	Company profile
102-6	Markets served	Company profile Macroeconomic and Sector-Specific Environment
102-7	Scale of the organization	Company profile Net sales Capitalization Consolidated Balance Sheet
102-8	Information on employees and other workers	Supervised temporary staff is not logged in our employee data system. Indicators: employees
102-9	Supply chain	Sustainable supply chain management Mica supply chain
102-10	Significant changes to the organization and its supply chain	Company profile Report profile Fundamental Information about the Group
102-11	Precautionary Principle or approach	Sustainability strategy Patient safety Clinical studies Plant, process & transport safety Chemical product safety Health & safety Environmental stewardship Climate action

102-12 External initiatives

[Governance](#)
[Stakeholder dialogue](#)
[Sustainable Development Goals](#)
[Global health](#)
[Open innovation sharing](#)
[Compliance management](#)
[Human rights](#)
[Sustainable supply chain management](#)
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[Clinical studies](#)
[Environmental stewardship](#)
[Climate action](#)
[Chemical product safety](#)
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102-13 Membership of associations

[Stakeholder dialogue](#)
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[Human rights](#)
[Mica supply chain](#)
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Strategy

102-14 Statement from senior decision-maker

[Letter from the CEO](#)

102-15 Key impacts, risks, and opportunities

[Sustainability strategy](#)
[Materiality analysis](#)
[Sustainable Development Goals](#)
[Report on Risks and Opportunities](#)

Ethics and integrity

102-16 Values, principles, standards, and norms of behavior	Sustainability strategy Animal welfare Governance Compliance management Responsible interactions with health systems Human rights Sustainable supply chain management Sustainable Development Goals Bioethics Digital ethics Clinical studies Product-related crime Plant, process & transport safety Chemical product safety Attractive employer Diversity, equity & inclusion Leading & developing employees Health & safety Environmental stewardship Climate action Waste & recycling
102-17 Mechanisms for advice and concerns about ethics	Compliance management Responsible interactions with health systems Human rights Bioethics Digital ethics Clinical studies Animal welfare Diversity, equity & inclusion Health & safety Indicators: business ethics
Governance	
102-18 Governance structure	Sustainability strategy Management Statement on Corporate Governance
102-19 Delegating authority	Sustainability strategy Statement on Corporate Governance
102-20 Executive-level responsibility for economic, environmental, and social topics	Sustainability strategy Environmental stewardship Compliance management Diversity, equity & inclusion Attractive employer

102-21	Consulting stakeholders on economic, environmental, and social topics	Sustainability strategy Stakeholder dialogue Materiality analysis Global health Bioethics Digital ethics Responsible interactions with health systems
102-22	Composition of the highest governance body and its committees	Management Statement on Corporate Governance The Executive Board The Supervisory Board Objectives of the Supervisory Board with respect to its composition
102-23	Chair of the highest governance body	Management Statement on Corporate Governance
102-24	Nominating and selecting the highest governance body	Diversity, equity & inclusion Management Statement on Corporate Governance Gender quota Diversity policy Objectives of the Supervisory Board with respect to its composition
102-25	Conflicts of interest	Compliance management Responsible interactions with health systems Information on corporate governance practices
102-26	Role of highest governance body in setting purpose, values, and strategy	Sustainability strategy Values and compliance Report of the Supervisory Board
102-27	Collective knowledge of highest governance body	Sustainability strategy The Executive Board Statement on Corporate Governance
102-28	Evaluating the highest governance body's performance	Board of Partners The Supervisory Board Articles of Association Statement on Corporate Governance

102-29	Identifying and managing economic, environmental, and social impacts		Sustainability strategy Materiality analysis Compliance management Report on Risks and Opportunities Statement on Corporate Governance
102-30	Effectiveness of risk management processes		Sustainability strategy Compliance management Report on Risks and Opportunities Report of the Supervisory Board
102-31	Review of economic, environmental, and social topics		Sustainability strategy Compliance management Report on Risks and Opportunities Report of the Supervisory Board
102-32	Highest governance body's role in sustainability reporting		Report profile
102-33	Communicating critical concerns		Compliance management Values and compliance
102-34	Nature and total number of critical concerns	<p>Due to the sensitive nature of critical concerns, these figures are only for internal use (except where external reporting is legally required). Significant additions to or changes in the risk register are disclosed in due course to the Executive Board on an ad hoc basis, as per stipulations in the risk policy.</p>	Compliance management Indicators: business ethics Values and compliance
102-35	Remuneration policies		Compensation report
102-36	Process for determining remuneration		Attractive employer Compensation report
102-37	Stakeholders' involvement in remuneration		Attractive employer Compensation report Voting results Annual General Meeting 2021

102-38 Annual total compensation ratio	<p>Competitive salaries and additional benefits not only increase our attractiveness as an employer; they also motivate our people and build loyalty to the company. The compensation we offer is based on market analyses in the relevant field and the value of the respective position, and the employee's skill set and performance. Our Global Rewards Policy defines the framework for compensation and benefits across the entire Group. As far as possible, we strive to offer all our employees comparable compensation structures. Furthermore, we monitor compliance with minimum standards. We do not consider the information required under GRI 102-38 and GRI 102-39 to be relevant to assessing the fairness of our compensation structures.</p>	Attractive employer
102-39 Percentage increase in annual total compensation ratio	<p>Competitive salaries and additional benefits not only increase our attractiveness as an employer; they also motivate our people and build loyalty to the company. The compensation we offer is based on market analyses in the relevant field and the value of the respective position, and the employee's skill set and performance. Our Global Rewards Policy defines the framework for compensation and benefits across the entire Group. As far as possible, we strive to offer all our employees comparable compensation structures. Furthermore, we monitor compliance with minimum standards. We do not consider the information required under GRI 102-38 and GRI 102-39 to be relevant to assessing the fairness of our compensation structures.</p>	Attractive employer

Stakeholder engagement

102-40	List of stakeholder groups	Stakeholder dialogue
102-41	Collective bargaining agreements	Attractive employer
102-42	Identifying and selecting stakeholders	Stakeholder dialogue
102-43	Approach to stakeholder engagement	Stakeholder dialogue Materiality analysis Attractive employer Diversity, equity & inclusion
102-44	Key topics and concerns raised	Materiality analysis Bioethics Digital ethics

Reporting practice

102-45	Entities included in the consolidated financial statements	Report profile Company profile Notes to the Consolidated Financial Statements
102-46	Defining report content and topic Boundaries	Materiality analysis Report profile
102-47	List of material topics	Materiality analysis
102-48	Restatements of information	Report profile
102-49	Changes in reporting	Materiality analysis Report profile
102-50	Reporting period	Report profile
102-51	Date of most recent report	Report profile
102-52	Reporting cycle	Report profile
102-53	Contact point for questions regarding the report	Report profile
102-54	Claims of reporting in accordance with the GRI Standards	GRI Content Index Report profile
102-55	GRI content index	GRI Content Index
102-56	External assurance	Report profile Assurance Report

Economic Standards

GRI Standards and Disclosure Number	Comment	Reference
GRI 201: ECONOMIC PERFORMANCE 2016		
103-1	Explanation of the material topic and its Boundary	Company profile Statement on Corporate Governance
103-2	The management approach and its components	Economic performance Pension schemes
103-3	Evaluation of the management approach	Report on Risks and Opportunities
201-1	Direct economic value generated and distributed	Indicators: employees Indicators: economics Indicators: community Community engagement Consolidated income statement Consolidated cash flow statement Operating activities Personnel expenses
201-2	Financial implications and other risks and opportunities due to climate change	We report in detail on various aspects of climate change as part of our participation in the CDP (formerly known as the Carbon Disclosure Project). Climate action Water management CDP Climate change CDP Water security Report on Risks and Opportunities
201-3	Defined benefit plan obligations and other retirement plans	Indicators: employees Pension schemes
201-4	Financial assistance received from government	Accounting: Property, plant and equipment Research and development costs
GRI 202: MARKET PRESENCE 2016		
103-1	Explanation of the material topic and its Boundary	Attractive employer
103-2	The management approach and its components	
103-3	Evaluation of the management approach	

202-1	Ratios of standard entry level wage by gender compared to local minimum wage	This indicator is not relevant to us, which is why we do not collect data on the ratio of the standard entry level wage compared to local minimum wage. Our Global Rewards Policy applies to all our subsidiaries worldwide and guarantees a systematic compensation structure. Both base pay and short-term variable compensation are oriented to the median base pay of the relevant reference market. Our pay brackets are reviewed on an annual basis and reflect market conditions. We adhere to local minimum wage levels.	Attractive employer
202-2	Proportion of senior management hired from the local community	We promote both the recruitment of local employees and their international deployment at all hierarchical levels. We do not record the proportion of local managers, as this is not relevant for the strategic personnel management of our company.	Attractive employer
GRI 203: INDIRECT ECONOMIC IMPACTS 2016			
103-1	Explanation of the material topic and its Boundary		Global health Prices of medicines Health capacity & awareness
103-2	The management approach and its components		Health capacity & awareness
103-3	Evaluation of the management approach		
203-1	Infrastructure investments and services supported		Global health Health capacity & awareness Mica supply chain Community engagement
203-2	Significant indirect economic impacts		Prices of medicines Health capacity & awareness Community engagement

GRI 204: PROCUREMENT PRACTICES 2016

103-1	Explanation of the material topic and its Boundary		Sustainable supply chain management
103-2	The management approach and its components		Mica supply chain Human rights
103-3	Evaluation of the management approach		
204-1	Proportion of spending on local suppliers	We have no internal guidelines stipulating that preference be given to local vendors in allocating contracts and therefore do not collect this type of data. In some countries, local laws require contracts to be awarded to regional suppliers.	Sustainable supply chain management

GRI 205: ANTI-CORRUPTION 2016

103-1	Explanation of the material topic and its Boundary		Compliance management Sustainable supply chain management
103-2	The management approach and its components		Values and compliance
103-3	Evaluation of the management approach		
205-1	Operations assessed for risks related to corruption		Compliance management Indicators: business ethics Values and compliance Report on Risks and Opportunities
205-2	Communication and training about anti-corruption policies and procedures		Compliance management Indicators: business ethics
205-3	Confirmed incidents of corruption and actions taken	As applicable, we report on risks from litigation and legal proceedings in our Report on Risks and Opportunities.	Compliance management Indicators: business ethics Report on Risks and Opportunities

GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016

103-1	Explanation of the material topic and its Boundary	Compliance management Responsible interactions with health systems
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Indicators: business ethics

Additional material topics**TECHNOLOGY (Sustainable Innovation and R&D)**

103-1	Explanation of the material topic and its Boundary	Sustainable innovation & technology
103-2	The management approach and its components	
103-3	Evaluation of the management approach	

Environmental Standards

GRI Standards and Disclosure Number	Comment	Reference
GRI 301: MATERIALS 2016		
103-1	Explanation of the material topic and its Boundary	Sustainable products & packaging
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
301-1	Materials used by weight or volume	Sustainable products & packaging
301-2	Recycled input materials used	Sustainable products & packaging

301-3	Reclaimed products and their packaging materials	Owing to the multitude of products we supply and the minimal comparability of our various initiatives, we do not collect quantitative data at the Group level. The individual measures taken by our various businesses are reported in the respective chapters.	Sustainable products & packaging
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GRI 302: ENERGY 2016

103-1	Explanation of the material topic and its Boundary		Climate action Environmental stewardship Sustainable products & packaging
103-2	The management approach and its components		Sustainable products & packaging
103-3	Evaluation of the management approach		

302-1	Energy consumption within the organization		Climate action Indicators: environment
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302-2	Energy consumption outside of the organization	To date, we have not been tracking energy consumption outside our organization, but we are working to create more transparency on our Scope 3 emissions. Going forward, we will also make efforts to track energy consumption outside of our organization.	Climate action Indicators: environment
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302-3	Energy intensity		Climate action Indicators: environment
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302-4	Reduction of energy consumption		Climate action Indicators: environment
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302-5	Reductions in energy requirements of products and services		Sustainable products & packaging
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GRI 303: WATER AND EFFLUENTS 2018

103-1	Explanation of the material topic and its Boundary		Water management Environmental stewardship
103-2	The management approach and its components		
103-3	Evaluation of the management approach		

303-1	Interactions with water as a shared resource		Water management
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303-2	Management of water discharge-related impacts		Water management
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303-3	Water withdrawal	The amount of seawater and produced water withdrawn is not significant and is therefore not reported separately.	Water management Indicators: environment
303-4	Water discharge	The volume of seawater and groundwater discharged is not significant and is therefore not reported separately.	Water management Indicators: environment
303-5	Water consumption	Most of the water we use in our production streams is released back into aquatic ecosystems through direct or indirect discharges. Evaporation processes are not a material part of our manufacturing operations. At individual manufacturing sites, we incorporate small amounts of water into our products. We are working to implement systems to track this. Because we lack the capacity for water storage, such information is irrelevant to our company.	Water management

GRI 304: BIODIVERSITY 2016

103-1	Explanation of the material topic and its Boundary		Environmental stewardship Sustainable products & packaging
103-2	The management approach and its components		
103-3	Evaluation of the management approach		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Our land use planning takes biodiversity impacts into account, with appropriate protective measures being taken on a case-by-case basis.	Environmental stewardship
304-2	Significant impacts of activities, products, and services on biodiversity		Environmental stewardship
304-3	Habitats protected or restored		Environmental stewardship
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Our land use planning takes biodiversity impacts into account, with appropriate protective measures being taken on a case-by-case basis.	Environmental stewardship

GRI 305: EMISSIONS 2016

103-1	Explanation of the material topic and its Boundary	Climate action Environmental stewardship
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
305-1	Direct (Scope 1) GHG emissions	Climate action Indicators: environment
305-2	Energy indirect (Scope 2) GHG	Climate action Indicators: environment
305-3	Other indirect (Scope 3) GHG emissions	Climate action Indicators: environment CDP Climate change
305-4	GHG emissions intensity	Climate action Indicators: environment
305-5	Reduction of GHG emissions	Climate action Sustainable products & packaging Indicators: environment CDP Climate change
305-6	Emissions of ozone-depleting substances (ODS)	Indicators: environment
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Indicators: environment

GRI 306: WASTE 2020

103-1	Explanation of the material topic and its Boundary	Waste & recycling Environmental stewardship
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
306-1	Waste generation and significant waste-related impacts	Waste & recycling
306-2	Management of significant waste-related impacts	Waste & recycling
306-3	Waste generated	Waste & recycling
306-4	Waste diverted from disposal	Indicators: environment
306-5	Waste directed to disposal	Waste & recycling Indicators: environment

GRI 307: ENVIRONMENTAL COMPLIANCE 2016

103-1	Explanation of the material topic and its Boundary	Environmental stewardship
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
307-1	Non-Compliance with environmental laws and regulations	Environmental stewardship

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016

103-1	Explanation of the material topic and its Boundary	Sustainable supply chain management
103-2	The management approach and its components	Mica supply chain
103-3	Evaluation of the management approach	
308-1	New suppliers that were screened using environmental criteria	Sustainable supply chain management
308-2	Negative environmental impacts in the supply chain and actions taken	Sustainable supply chain management Mica supply chain

Social Standards

GRI Standards and Disclosure Number	Comment	Reference
GRI 401: EMPLOYMENT 2016		
103-1	Explanation of the material topic and its Boundary	Attractive employer Human rights
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
401-1	New employee hires and employee turnover	Indicators: employees
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Attractive employer
	Part-time employees receive the same eligibility for employee benefits as full-time workers. Employees with temporary contracts, however, are not entitled to all company benefits, such as a company pension.	
401-3	Parental leave	Attractive employer Indicators: employees
GRI 402: LABOR/MANAGEMENT RELATIONS 2016		
103-1	Explanation of the material topic and its Boundary	Attractive employer
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
402-1	Minimum notice periods regarding operational changes	
	The regulations on periods of notice vary worldwide. We apply the rules that are in force locally. There is no need for us to track periods of notice at Group level.	
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018		
103-1	Explanation of the material topic and its Boundary	Health & safety Plant, process & transport safety
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
	The disclosures under GRI 403 pertain to our employees as well as supervised temporary staff. They do not include employees of contractors.	

403-1	Occupational health and safety management system		Health & safety
403-2	Hazard identification, risk assessment, and incident investigation		Health & safety Plant, process & transport safety
403-3	Occupational health services		Health & safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational health and safety committees are required by law in Germany. All employees of Merck KGaA, Darmstadt, Germany are therefore represented by such committees, which operate at site level. They account for around 13% of our total workforce. The majority of sites outside Germany also have health and safety committees to represent their employees. The organization of these committees is the responsibility of our individual sites. Health and safety issues are governed Group-wide by our EHS Policy. The organizational implementation of this policy is the responsibility of our individual sites and is subject to local laws and regulations. Merck KGaA, Darmstadt, Germany, which accounts for approximately 13% of our total workforce, has company agreements in place on occupational health and safety.	Health & safety
403-5	Worker training on occupational health and safety		Health & safety Plant, process & transport safety
403-6	Promotion of worker health		Health & safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		Health & safety Human rights Plant, process & transport safety
403-8	Workers covered by an occupational health and safety management system		Health & safety
403-9	Work-related injuries	We have identified the lost time injury rate (LTIR) as a key performance indicator for our company.	Health & safety Plant, process & transport safety Indicators: employees

403-10	Work-related ill health	At Group level, we do not collect data regarding types of work-related illnesses or fatalities resulting from work-related illnesses. As deemed necessary, our sites may collect data on the incidence of occupational illness.	Health & safety Plant, process & transport safety Indicators: employees
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GRI 404: TRAINING AND EDUCATION 2016

103-1	Explanation of the material topic and its Boundary		Diversity, equity & inclusion Leading & developing employees
103-2	The management approach and its components		
103-3	Evaluation of the management approach		
404-1	Average hours of training per year per employee	We do not keep track of the average hours our employees spend on vocational training and continuing education because this indicator does not have any bearing on the quality or success of our efforts.	
404-2	Programs for upgrading employee skills and transition assistance programs		Sustainable supply chain management Human rights Product-related crime Plant, process & transport safety Leading & developing employees Attractive employer Diversity, equity & inclusion Environmental stewardship
404-3	Percentage of employees receiving regular performance and career development reviews		Leading & developing employees Indicators: employees

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016

103-1	Explanation of the material topic and its Boundary		Diversity, equity & inclusion Attractive employer
103-2	The management approach and its components		Objectives of the Supervisory Board with respect to its composition
103-3	Evaluation of the management approach		

405-1	Diversity of governance bodies and employees		Diversity, equity & inclusion Indicators: employees The Executive Board The Supervisory Board Objectives of the Supervisory Board with respect to its composition Diversity policy
405-2	Ratio of basic salary and remuneration of women to men	As a basic principle, our compensation systems and processes do not distinguish between women and men. The salaries we offer are predicated on the respective job description and are based on our Global Job Catalog, which has fixed salary bands that are identical for men and women. Variable salary components that fall under performance-based compensation are paid on the basis of whether mutually agreed targets have been achieved. A performance management system governs this process.	Attractive employer Diversity, equity & inclusion
GRI 406: NON-DISCRIMINATION 2016			
103-1	Explanation of the material topic and its Boundary		Diversity, equity & inclusion Attractive employer
103-2	The management approach and its components		
103-3	Evaluation of the management approach		
406-1	Incidents of discrimination and corrective actions taken		Diversity, equity & inclusion Indicators: business ethics
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016			
103-1	Explanation of the material topic and its Boundary		Sustainable supply chain management Human rights Attractive employer
103-2	The management approach and its components		
103-3	Evaluation of the management approach		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		Sustainable supply chain management Human rights

GRI 408: CHILD LABOR 2016

103-1	Explanation of the material topic and its Boundary	Sustainable supply chain management
103-2	The management approach and its components	Mica supply chain Human rights Attractive employer
103-3	Evaluation of the management approach	
408-1	Operations and suppliers at significant risk for incidents of child labor	Sustainable supply chain management Human rights Mica supply chain

GRI 409: FORCED OR COMPULSORY LABOR 2016

103-1	Explanation of the material topic and its Boundary	Sustainable supply chain management
103-2	The management approach and its components	Mica supply chain Human rights Attractive employer
103-3	Evaluation of the management approach	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainable supply chain management Mica supply chain Human rights

GRI 410: SECURITY PRACTICES 2016

103-1	Explanation of the material topic and its Boundary	Human rights Sustainable supply chain management
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
410-1	Security personnel trained in human rights policies or procedures	We are currently formalizing our processes for security-relevant assessments as part of our Security Governance framework. Going forward, we will be integrating human rights aspects even more strongly into security-relevant processes, for instance training courses for security staff. To this end, we will use the newly established Security Academy platform.
		Human rights

GRI 412: HUMAN RIGHTS ASSESSMENT 2016

103-1	Explanation of the material topic and its Boundary	Human rights Attractive employer
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
412-1	Operations that have been subject to human rights reviews or impact assessments	Human rights Indicators: business ethics
412-2	Employee training on human rights policies or procedures	Human rights
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Human rights

GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016

103-1	Explanation of the material topic and its Boundary	Sustainable supply chain management
103-2	The management approach and its components	Mica supply chain Human rights
103-3	Evaluation of the management approach	
414-1	New suppliers that were screened using social criteria	Sustainable supply chain management
414-2	Negative social impacts in the supply chain and actions taken	Sustainable supply chain management Mica supply chain

GRI 415: PUBLIC POLICY 2016

103-1	Explanation of the material topic and its Boundary	Stakeholder dialogue
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
415-1	Political contributions	Stakeholder dialogue

GRI 416: CUSTOMER HEALTH AND SAFETY 2016

103-1	Explanation of the material topic and its Boundary		Clinical studies Patient safety
103-2	The management approach and its components		Product-related crime Chemical product safety
103-3	Evaluation of the management approach		Sustainable products & packaging Report on Risks and Opportunities
416-1	Assessment of the health and safety impacts of product and service categories		Chemical product safety
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	As applicable, we report on risks from litigation and legal proceedings in our Report on Risks and Opportunities.	Clinical studies Chemical product safety Report on Risks and Opportunities

GRI 417: MARKETING AND LABELING 2016

103-1	Explanation of the material topic and its Boundary		Compliance management Responsible interactions with health systems
103-2	The management approach and its components		Patient safety Chemical product safety
103-3	Evaluation of the management approach		
417-1	Requirements for product and service information and labeling	All pharmaceuticals are subject to reporting and notification requirements, which we fulfill. In line with the statutory requirements, we provide our customers with easily accessible and relevant information on the safe handling and use of our chemical products. We report on the individual requirements in the respective chapters.	Patient safety Chemical product safety
417-2	Incidents of non-compliance concerning product and service information and labeling		Patient safety Chemical product safety Report on Risks and Opportunities
417-3	Incidents of non-compliance concerning marketing communications	As applicable, we report on risks from litigation and legal proceedings in our Report on Risks and Opportunities.	Report on Risks and Opportunities

GRI 418: CUSTOMER PRIVACY 2016

103-1	Explanation of the material topic and its Boundary	Data protection & privacy Clinical studies
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data protection & privacy Clinical studies Indicators: business ethics

GRI 419: SOCIOECONOMIC Compliance 2016

103-1	Explanation of the material topic and its Boundary	Compliance management Report on Risks and Opportunities
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
419-1	Non-compliance with laws and regulations in the social and economic area	As applicable, we report on risks from litigation and legal proceedings in our Report on Risks and Opportunities. Report on Risks and Opportunities

Additional material topics

ETHICAL CONDUCT (bioethics, digital ethics, clinical studies, animal welfare)

103-1	Explanation of the material topic and its Boundary	Animal welfare Bioethics
103-2	The management approach and its components	Digital ethics Clinical studies
103-3	Evaluation of the management approach	

HEALTH FOR ALL

103-1	Explanation of the material topic and its Boundary	Global health Open innovation sharing
103-2	The management approach and its components	Prices of medicines Health capacity & awareness
103-3	Evaluation of the management approach	

PRODUCT SAFETY AND QUALITY: product-related crime

103-1	Explanation of the material topic and its Boundary	Product-related crime
103-2	The management approach and its components	
103-3	Evaluation of the management approach	

COMMUNITY ENGAGEMENT

103-1	Explanation of the material topic and its Boundary	Community engagement
103-2	The management approach and its components	
103-3	Evaluation of the management approach	

ATTRACTIVE EMPLOYER

103-1	Explanation of the material topic and its Boundary	Attractive employer
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
